



# BOUGHTON



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## WHO WE ARE

Buccleuch is a diverse and innovative business with a passion for sustainable land use in rural Britain. People are at the heart of Buccleuch, in particular, colleagues, tenants, customers and visitors. Our commercial enterprises, including leisure & hospitality, agriculture, forestry, energy, rural estates property and commercial property, provide approximately 500 jobs in local communities.

Buccleuch is a diverse and innovative business committed to sustainable land use across its estates in Scotland and England. The Boughton Estate in-hand farms, situated in Northamptonshire, include livestock and arable enterprises across 1,500 ha.

**For more information about us, and what we do, look at our websites:**

[www.buccleuch.com](http://www.buccleuch.com)

[www.boughtonhouse.co.uk](http://www.boughtonhouse.co.uk)

## OUR VALUES

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- We treat each other with respect
- We do our best for customers
- We care about our communities
- We actively manage our impact on the environment

## WORKING FOR US

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Shepherd, Lettings Agent, GIS Technician, Gardener, App Developer, Joiner, Wildlife Ranger, Barista, Forester, Surveyor, Retail Assistant, House Guide, Finance Assistant, Fencer, Site Engineer...

Just some of the many and varied roles people carry out at Buccleuch and chances are, you won't have worked anywhere like it before. Whether you're based on one of our stunning rural estates or in our centrally located modern Edinburgh office, if you join us, you can expect to be busy and challenged, but you'll never find it dull. Colleagues are encouraged to use their initiative and many have had the opportunity to develop their roles. We're particularly committed to safety and wellbeing and we like to think this is a great place to work.

In our last People Survey colleagues reported that they are proud to work for Buccleuch, they understand what is expected of them and feel that their team environment is supportive. Here's what some of our colleagues had to say:

*"I'm very proud to work for Buccleuch and feel very much part of an amazing team"*

*"Buccleuch is unique but it's the people that really make it"*



*"Progressive and always looking to improve ways of working"*

*"The mansion houses and grounds are so beautiful and it's interesting to work with a family whose roots trace back to King Charles II and beyond"*

## THE ROLE

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<b>Role title</b>	Shepherd	<b>Perm/temp</b>	Permanent
<b>Location</b>	Boughton Estate	<b>Hours per week</b>	39
<b>Start date</b>	ASAP	<b>Manager's role</b>	Farm Manager

We are seeking to recruit an experienced Shepherd to join the team with responsibility for 1,600 Aberfield x Highlander outdoor lambing ewes. Other enterprises include finishing cattle, arable, parkland deer and an extensive Countryside Stewardship Scheme.

We are focused on producing lamb through high welfare husbandry on a predominantly forage based system with all lambs being finished on farm using temporary leys, forage/cover crops incorporated into the arable rotation and permanent pasture. 2022 saw new investment in a livestock hub created at Home Farm in the centre of the Estate.

Key responsibilities in this role will include:

- Managing sheep to maximise profitability while ensuring high welfare and health & safety standards are maintained
- Support the Farm manager in delivering the team's longer term objectives
- Being a team player and assisting in other areas like cattle work, estate maintenance and tractor driving.

You will find more detail about the day-to-day responsibilities and tasks involved in this role at the end of this pack.

### Salary & benefits

<b>Salary (dependent on experience)</b>	£27,000 - £30,000
<b>Employer pension contribution (subject to you contributing 3.5%)</b>	5.5%
<b>Annual leave (inclusive of public and statutory holidays)*</b>	30
<b>Life assurance</b>	2.5 times salary
<b>Other</b>	Private health

Holidays increase by one day for five years' continuous employment (up to a maximum of 5 additional days) and we offer the opportunity to join a holiday purchase scheme (after one year's employment) and discounted gym membership, along with a pension and cycle to work salary sacrifice schemes.

## THE PERSON

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### Essential skills

Confident in the use of farm technology and equipment

Organised with the ability to prioritise

Good communication skills and the ability to maintain excellent working relationships

Able to adapt to the requirements of a physical role

### Personal traits & behaviours

Hardworking with a can-do attitude

Adaptable approach to work with the ability to problem solve

Team player who is willing to support colleagues

Able to contribute to decision making about strategy and direction

Candidates should possess the following:

### Qualifications/Other

Full driving licence

We expect you to have your own working dogs

### Experience/Knowledge

Livestock experience



The role provides an exciting opportunity to develop a career in a modern, progressive farming environment!

## ROLE SPECIFICS

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On a day-to-day basis, our Shepherd will:

- Ensure the welfare and safety of a flock of 1,600 ewes
- Administer vaccinations and other veterinary treatments
- Use technology and equipment such as Prattley sheep handling systems, Tru-Test products, and FecPak tools
- Prepare feed and water supplies for livestock
- Tractor driving
- Maintain equipment and machinery
- Carry out fencing repairs as required
- General animal husbandry

We ask all our colleagues to:

- Be familiar with, and adhere to our company policies, guidance and practices
- Co-operate with colleagues to ensure that Buccleuch is a safe place to work and visit and report any concerns to a relevant manager or a member of the safety team
- Undertake other duties as may be required from time-to-time and are consistent with the overall responsibilities of the role.

## APPLYING FOR THE ROLE

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**Sound interesting?** If you think you have the right skills, attitude and experience to join our team we would love to hear from you! To apply, simply email your CV and a covering letter to our recruitment team at [recruitment@buccleuch.com](mailto:recruitment@buccleuch.com).

If you have any questions about the role, would like this information presented in a different format, or would like more information about our application process, please contact us at [recruitment@buccleuch.com](mailto:recruitment@buccleuch.com).